

Anti Bullying Policy



May 2018

Review Date: May 2021

Anti Bullying Policy

Foreword

in at the deep end is committed to providing a caring, friendly and safe environment for all of our swimmers so they can swim in a relaxed and secure atmosphere. Bullying of any kind is unacceptable. If bullying does occur, all swimmers or parents should be able to tell and know that incidents will be dealt with promptly and effectively. We are an open and transparent company and believe that everybody should have a voice. This means that anyone who knows that bullying is happening is expected to tell their swimming teacher or the on-duty manager.

in at the deep end Ltd as a company includes the Training Wave brand. Therefore, throughout all of our policies where we refer to in at the deep end it also applies to any bookings or courses undertaken within the Training Wave brand.

What is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in emotional or physical pain and distress to the victim. Bullying can be:

- Emotional – being unfriendly, excluding (emotionally and physically), sending hurtful text messages, tormenting, (e.g. hiding goggles/floats, threatening gestures).
- Physical – pushing, kicking, hitting, punching or any use of violence.
- Racist – racial taunts, graffiti, gestures.
- Sexual – unwanted physical contact or sexually abusive comments.
- Homophobic – because of, or focusing on the issue of sexuality.
- Verbal – name-calling, sarcasm, spreading rumours, teasing.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Swimmers who are bullying need to learn different ways of behaving. All organisations have a responsibility to respond promptly and effectively to issues of bullying.

Reporting Bullying

In the first instance all incidences of bullying should be reported to your swimming teacher or the duty manager. Should you feel the situation has not been resolved then a complaint should be made to Mark Mc Nichol (Company Director) via the above email or phone number.

Conclusion

Bullying will not be tolerated.

This policy runs through every function of our business and strive to ensure that this policy is being implemented by all concerned.

Monitoring and Review

We will monitor all of the feedback that we receive in relation to the issues affected by the Policy and will amend the policy as necessary.

The Policy will be updated with any amendments to existing legislation or new legislation.

In any event, all policies are reviewed annually although updates to versions etc. will only take place every three years should there be no other changes to the policy.

Document Owner and Approval

The Data Protection Officer (DPO) is the owner of this document and is responsible for ensuring that this policy document is reviewed in line with the review requirements stated above.

A current version of this document is available to all members of staff on BaseCamp.

This policy was approved by the Company Directors on 2nd March 2018 and is issued on a version controlled basis under the signature of Managing Director.

Date	Version	Author/Contributor	Amendment Details
December 2016	1.00	Mark Mc Nichol	Implementation
December 2017	1.10	Mark Mc Nichol	Monitoring and Review section updated
May 2018	1.20	Mark Mc Nichol	Addition of Training Wave branding